

Article XXVII
DEPARTMENT OF NATURAL & CULTURAL RESOURCES
(Most Current Contract as of 9/15/2025)

- 27.1. Unit employees shall be permitted to telecommute, subject to the approval of the commissioner, and subject to reasonable conditions imposed by the commissioner.
- 27.2 Reimbursement for dry cleaning of required uniforms shall be provided by the Employer. Cleaning and maintenance of wash and wear uniforms shall be the employee's responsibility.
- 27.3 Employees of the DDM who are assigned to work areas away from their permanent headquarters during the months of June through September will be allowed to work a four day workweek if everyone on an assigned work crew wishes to do so and if the assignment for that week is at a single location.
- 27.4 Exempt law enforcement employees of the Department of Natural and Cultural Resources , Forest Protection, who are required to work on a scheduled day off, will, at the discretion of the Employer, be paid a day's pay at the rate of time and one-half, or be given compensatory time off at time and one-half in lieu of payment.
- 27.5 All law enforcement employees of the Department of Natural and Cultural Resources , Forest Protection, who are required to work on a scheduled day off, will, at the discretion of the Employer, be paid a day's pay at the rate of time and one half, or be given compensatory time off at time and one half in lieu of payment.

This provision does not apply to time worked on fires, unless such employees are on authorized forest fire assignment on federal lands within the state under a cooperative forest fire agreement, or on any lands outside the boundaries of this state under a cooperative or mutual aid agreement. Further, such employees will be paid at established overtime rates when on authorized forest fire assignments on these federal lands within the state or any of these lands outside the boundaries of the state for time worked in excess of the established work week.

- 27.6 Physical Fitness Incentive for Certified Law Enforcement: All certified law enforcement employees, who are required as a condition of continued certification and employment to pass a physical fitness test administered by the New Hampshire Police Standards and Training Council (PSTC), may earn a physical fitness incentive as follows:
- a.* Any qualifying unit employee may earn the following incentives based on tests administered by the PSTC and scored based on the Cooper Aerobics Institute standards published by the PSTC:

Cooper Percentile Score	Incentive
90-99%	\$500
75-89%	\$250

- b.** A qualifying unit employee may earn such incentive no more than one time in any twelve-month period; and
- c.** This article shall remain in effect until June 30, 2027.